

# UFF-UF Glossary

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## ACRONYMS

### NTT:

Non-tenure track, referring to faculty who are not eligible for tenure. NTT faculty are sometimes referred to as CRI Faculty, which stands for clinical, research, and instructional faculty, the three categories in which most NTT faculty work.

## UFF-UF, PARENT UNIONS, AND COMMITTEES

### Parent Union

A term for the larger union or unions of which one's union is a part.

### UFF-UF

The University of Florida chapter of the United Faculty of Florida, the organization about which you're currently reading!

### UFF

The United Faculty of Florida, a higher-education faculty union with chapters at nearly all two- and four-year public colleges and universities across the state of Florida.

### FEA

The Florida Education Association, a union representing Florida educators, from K-12 to higher ed.

### NEA

The National Education Association, a union representing US educators, from K-12 to higher ed.

### AFT

The American Federation of Teachers, another union representing US educators, from K-12 to higher ed.

### UF-GAU

The University of Florida chapter of Graduate Assistants United, a union of graduate assistants.

### UCW-UF

The University of Florida chapter of United Campus Workers, a union representing TEAMS and OPS workers, including adjunct faculty.

### Executive Council

A body consisting of the eight highest-ranking officers of UFF-UF, including the President, First Vice President, four Vice Presidents, Secretary, and Treasurer, who make decisions involving a significant degree of confidentiality or expediency.

### Council

A body consisting of all elected officers of UFF-UF, which functions as the chapter's main governing body.

## GENERAL LABOR TERMINOLOGY

### Rank and File:

The lifeblood of a union - the members. This term is often used in contrast to paid, full-time union staffers.

### Union Card:

The paperwork faculty fill out to become dues-paying members of UFF-UF. Although most faculty join UFF-UF electronically, we still talk about "union cards" and "signing a card."

### Authorization Card:

To form a new union, organizers must get a certain number of authorization cards from workers who are interested in unionizing. Once this threshold is met, an election is held and a union can be formed.

### Canvassing / Door Knocking:

Visiting potential members to hear their workplace concerns and discuss how the union can earn their membership.

### Certification / Decertification:

When a union is certified, it is officially recognized as the negotiating representative of the workers. Decertification refers to loss of the union's official recognition (including the union's CBA and ability to file grievances).

**Dues (Union Dues, Membership Fee):** Union members contribute a portion of their pay towards collective union funds. Dues are how we fund organization operations, legal costs, member training, and more. For UFF-UF, dues represent 1% of faculty members' base salary.

### Direct Pay / eDues:

Because the Florida legislature outlawed payroll deduction as a method for paying union dues, UFF has transitioned to eDues, sometimes referred to as "direct pay." Once you set up your eDues payment, you pay dues directly to the union rather than via payroll deduction.

### Membership Density:

The percentage of workers in a bargaining unit who are dues-paying union members. The 2023 union busting bill in Florida requires us to reach 60% membership density to retain certification.

### Organizer:

A union representative who recruits non-members to the union. In the greater labor movement, organizers also help workers form new unions at their workplaces.

### Steward:

A union leader at the department level who serves as a bridge between their colleagues and union leaders. Stewards are a vital conduit for raising local workplace concerns to the union leadership.

### Right to Work Laws:

These laws state that employees cannot be required to join a labor union as part of their terms of employment. However, public employees in Florida DO have the right to form and join unions.

### Public Employment Relations Commission (PERC):

The Florida government agency responsible for managing and enforcing collective bargaining law. PERC conducts union elections, manages union certifications, and negotiates impasses between unions and employers.

### Unfair Labor Practices:

Employer or union activities classified as "unfair" by federal or state labor laws. Some examples include employer threats against union activities, discrimination against union members, and failure to bargain in good faith.

## UNION ACTIONS

### Collective Action:

When a group takes some form of action together in order to achieve a common goal or demand.

### Inside Strategy:

Collective actions by union members designed to pressure employers into meeting union demands without resorting to a strike, including actions like informational picketing, sick outs, mass grievances, and working to rule.

### Informational Picketing:

Actions to raise consciousness among the workers and put pressure on the employers through public information sharing. These actions might take the form of holding signs in public spaces, wearing shirts/buttons, signing petitions, and more.

### Sick Out:

A type of collective action where union members coordinate to use sick leave at a given time.

### Work to Rule:

A work slowdown action where union members strictly limit their work to what is required by their job position and refuse to take on any extra labor.

### Strike:

A work stoppage that is authorized by a vote of the union members, typically as a negotiating tool during collective bargaining. Public employees in Florida lack the legal right to strike.

## BARGAINING AND CONTRACTS

### Collective Bargaining:

The process through which unions and employers negotiate the rules governing employees' work, as codified in a Collective Bargaining Agreement. See the section entitled "What is Collective Bargaining?" for additional details.

### Collective Bargaining Unit:

A recognized group of employees who bargain collectively with their employer. See the section entitled "What is the Bargaining Unit?" for more information on who falls within and outside the bargaining unit.

### Collective Bargaining Agreement (CBA):

A legally-binding contract that governs the working conditions for employees within a bargaining unit. See the section on "Collective Bargaining" for additional details.

### Impact Bargaining:

The process through which unions and employers negotiate the impact of management responses to crises or other incidents that require a timely response, including news laws that impact a Collective Bargaining Agreement. See the section entitled "What is Collective Bargaining?" for additional details.

### Impasse:

A stalemate between union and employer representatives during collective bargaining that triggers a formal process of conflict resolution.

### Mandatory Subject of Bargaining:

Aspects of a job that unions and employers must have an opportunity to negotiate, including pay, benefits, work assignment, and working hours. An employer may not make a change in a mandatory bargaining subject without providing prior notice to the union and an opportunity to bargain.

### Memorandum of understanding (MOU):

A formal, signed agreement that serves as an addendum to the Collective Bargaining Agreement.

### Tentative agreement (TA):

A provisional agreement between a union and employer on an article of the Collective Bargaining Agreement, the full CBA, or a Memorandum of Understanding. TAs must be ratified before taking effect.

### Ratification:

The process through which a tentative agreement becomes an official document that governs employees' working conditions.

### Cost-Of-Living Adjustment (COLA):

An increase in salary to offset losses to inflation; COLA adjustments maintain the value of an employee's salary.

### Merit Increase:

A raise based on the quality of an employee's work, as evaluated by their supervisors.

### Across the Board Increase:

A general raise applied at one time to all employees in the bargaining unit.